



TO: All Associates and Applicants for Employment

SUBJECT: Equal Employment Opportunity (EEO)/ Affirmative Action Program (AAP)

1) POLICY

It is the policy of Sysco Southeast Florida, LLC (“Sysco”) to provide equal opportunity in employment throughout this company for all qualified applicants and associates without discrimination because of race, color, national origin, religion, sex, age veteran status; Vietnam Era, Other Veteran, or Disabled Veteran, or any physical or mental disability, except as otherwise provided by law, and to promote effective utilization of all associates through a positive and continuing program of affirmative action throughout the company.

2) PRACTICE

- A. At Sysco the recruiting, hiring, employee benefits, compensation, training, transfer, promotion and termination of employment are all administrated solely on the basis of individual qualifications without discrimination because of race, color, religion, sex, age, veteran status; Vietnam Era, Other Veteran, or Disabled Veteran, or any physical or mental disability.
- B. Sysco maintains a formal, written plan which aids in achieving the degree of minority and female representation at all levels correlating to the recruitment area availability. Promotion and transfer of current associates, where feasible, or the direct hiring of qualified minority or female candidates into vacant positions, are used to accomplish this. A copy of this plan will be available for review in the Human Relations office during normal business hours or by appointment.
- C. Sysco managers and supervisors take affirmative action to insure adherence to EEO practices and provide appropriate training of personnel in there areas of responsibility.
- D. Sysco has selected Debbie Kump, Vice President of Human Resources, as the EEO officer, and is responsible to coordinate and monitor the Affirmative Action Plan throughout the company. Debbie Kump can be reached at 561-882-2104.
- E. Equal employment opportunity is emphasized in employment procedures, including interviewing, advertising, hiring and company publications.

All required posters explaining and promoting Equal Employment Opportunity and a copy of Sysco’s policy Statement are displayed prominently at the Sysco facility.